



Bargaining Information Series

SICK LEAVE PLANS AND WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS IN ONTARIO COLLECTIVE AGREEMENTS March 1975

Number 5

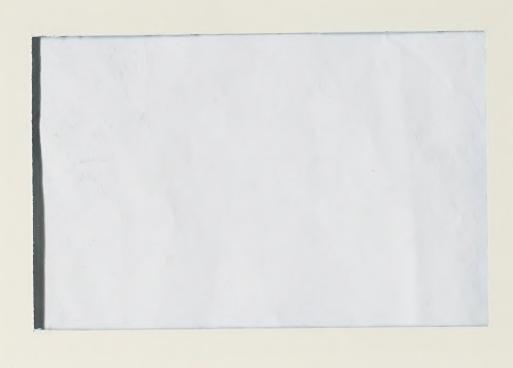


Ministry of Research Labour

Branch

Toronto Ontario





SICK LEAVE PLANS AND WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS IN ONTARIO COLLECTIVE AGREEMENTS March 1975

Number 5

by
Research Branch
Ontario Ministry of Labour
April 1975

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INTRODUCTION

This paper is designed to give quick access to current information on major elements of paid sick leave plans and weekly sickness and accident indemnity insurance plans in Ontario collective agreements.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. For quick reference, the tables are preceded by a summary of their contents.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of March 1975, when the analysis was prepared, there were 849 such agreements, covering 728,525 employees, on file with the Collective Agreements Library of the Ministry of Labour.

Three hundred and thirty-seven of these agreements have paid sick leave plans and 537 have weekly indemnity plans. Thirty-eight agreements have no provision for either plan. Both types of plan are provided in 63 agreements; in these cases, the company-financed sick leave plans are used during the waiting period before weekly indemnity benefits are payable or are used to supplement the partial payments provided by the weekly indemnity plans so that the employee receives his full wages while absent through illness.

For further information, please call Beth Kendall Jess at 965-6101.

PAID SICK LEAVE PLANS

Paid sick leave plans are not insured but are financed by the employer, so that an employee who is absent from work through illness suffers no wage loss for a given period of time.

An analysis of the 849 agreements shows that 337 (40 per cent), covering 48 per cent of the employees, have a provision for sick leave with pay.

Most of these sick leave plans are in non-manufacturing industries (87 per cent), especially in education, health and welfare, local administration and federal administration. These four industries account for 65 per cent of the 337 agreements with sick leave provisions.

Service Requirement (Table 1)

In 143 (42 per cent) of the 337 agreements, there is no minimum service requirement for the employee to be eligible for paid sick leave. Fifty per cent of the remaining 194 plans require a minimum service of up to 3 months or 90 calendar days, and in most of the other plans the minimum service ranges from 4 months to over one year.

Annual Allowance of Days Off (Table 2)

The number of days of paid sick leave per year to which an employee may be entitled ranges from 3 to 26 days. The most prevalent annual sick leave allowance is 18 days (31 per cent).

Maximum Accumulation of Unused Days (Table 3)

In 145 (43 per cent) of the 337 agreements, there is either an unlimited accumulation of the unused portion of the sick leave allowance for use in subsequent years, or the maximum amount that may be accumulated is not specified.

In 65 agreements (19 per cent), the unused allowance is not accumulated from year to year.

Those agreements that specify a maximum limit to the number of days that may be accumulated are primarily in education and in health and welfare where the maximum ranges from 60 to over 300 days.

Sick Leave Credits on Termination, Retirement or Death

When an employee ceases to be employed because of termination, retirement or death, he may receive credit in the form of a cash allowance for the unused portion of his accumulated sick leave. Such provisions appear in 40 per cent of the agreements in connection with termination and in 36 per cent of the agreements in connection with retirement or death. The amount of the cash allowance to which the employee may be eligible is usually a percentage of his salary for each unused day of sick leave up to specified maximum as the following two tabulations show.

Cash Allowance for Unused Sick Leave

No. of Agreements with Provision

				Varies with		
	of	Sal	tage ary 100	Service or Employee Covered	Not Specified	Other
Termination	95	1	5	23	1	10
Retirement	62	3	29	18	1	9
Death	72	-	20	19	1	8

Maximum Days of Unused Sick Leave for which a Cash Allowance is Paid

No. of Agreements with Provision

	90 days	91 to 180 days	Varies with Service or Employee Covered	Not Specified	Other
Termination	16	43	37	28	10
Retirement	7	64	26	17	8
Death	4	65	29	13	9

TABLE 1

PAID SICK LEAVE - SERVICE REQUIREMENT

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Tota	Total with Provision			Se	Service Requirement	uirement			
			90 or Fewer	Fewer r Dave	Most-ing Dang	Fewer	3 16	3 Months	4	to
Industry	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	s Empls	Agrts	ts Empls
All Industries	337	347,048	19	9,034	13	4,420	79	36,133	47	54,397
Manufacturing	43	23,769	1	221	1	200	e	1,299	∞	7,408
Foods and beverages	∞	2,827	1	ı	Н	200	1	1	1	1
Tobacco products	1	1	1	1	1	1	1	1	1	1
Rubber and plastic products	1	ı	1	1	1	1	1	1	1	1
Leather industries	1	1	1	ì	1	ı	1	1	1	1
Textile mill products	1	1	1	1	1	1	1	1	1	1
Knitting mills	1	997	1	1	1	1	1	1	1	1
Clothing industries	2	3,282	1	1	ı	1	1	1	1	1
Wood products	-	248	1	1	1	1	1	1	Н	248
Furniture and fixtures	П	350	1	ı	1	ı	11	1	1	1
Paper and allied products	e	1,175	1	1	1	1	1	1	1	1
Printing and publishing	က	831	Н	221	1	1	1	1	1	1
Primary metal industries	-1	200	ı	1	ı	1	ì	1	1	1
Metal fabricating	7	009	í	ï	1	1	1	1	1	1
Machinery, except electrical	2	854	1	1	1	1	1	1	1	009
Transportation equipment	4	1,601	1	1	1	1	3	1,299	1	1
Electrical products	∞	7,510	1	1	1	1	1	1	2	920,9
Non-metallic mineral products .	-	777	1	1	1	1	ı	1	1	1
Petroleum and coal products	1	1	1	I	ı	ı	ı	1	1	ı
Chemical and chemical products	2	839	1	1	1	1	1	1	1	484
Miscellaneous manufacturing	4	2,209	1	1	1	1	1	1	1	1

TABLE 1 (Cont'd)

PAID SICK LEAVE - SERVICE REQUIREMENT

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Tota	Total with			S	Service Requirement	quirement			
			90 or	or Fewer	80 or Working	Fewer g Days	3 M or	3 Months or Less	4 9 XC	4 to 6 Months
Industry	Agrts	Emp1s	Agrts	Emp18	Agrts	1 4	Agrts	Empls	Agrts	Empls
All Industries	337	347,048	19	9,034	13	4,420	79	36,133	47	54,397
Non-Manufacturing	294	323,279	18	8,813	12	4,220	76	34,834	39	46,989
				1	l			•	ı	1
	· -	203	1	1	1	ı	ı	1	1	ı
•	16	7,189	ı	. 1	Н	236		972	-	510
Storage	ı	l	ı	ı	ı	1	ı	l	1	1
Communications	10	28,555		1	ı	ı	ı		4	19,473
Electric gas and water	1							C LL	•	1 270
utilities	14	16,465	1	1	ı	ı	7 7	1,552	7)	1,2/8
Wholesale trade	-	400	1	ı	ı	ı	-	400	1 '	1 (
Retail trade	17	29,891		800	1	ı	7	7,862	4	12,860
Finance, insurance and real										
estate	Н	201	1	1	1	ı	1	1	1 4	1
Education and related services	67	18,347	2	240	7	1,740	7	2,634	<u>ო</u>	1,269
Health and welfare services	82	32,182	11	5,665	9	1,835	67	18,796	=	4,354
Recreational services	ı	1	1	ı	1	ı	ı	1	ı	1
Business services	9	2,439	ı	ı	1	t	r+1	212	-	325
Personal services	Φ	2,635	1	1	1	1	1	1	1	1
Miscellaneous services	H	270	1	1	ı	1	1	1	-	270
Federal administration	42	83,568	1	ı	ı	ı	1	!	1	ı
Provincial administration	9	68,481	1	ł	ı	ı	1	1	1	1
administration	47	32,153	7	1.808	_	409	9	2,406	11	6,650

TABLE 1 (Cont'd)

PAID SICK LEAVE - SERVICE REQUIREMENT

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	***************************************	Agrts Empls		4 1,502			1 1	1	I	1. 7,66	0 1		1 350) I	1	1	I		1		1 331	1		1 355	1
	Service	18	213,646	10,894	1,967			1			3.282		ı	ı	200	200	009	254	303	202	T, 103		ı	ı	2,209
luirement	No Se	Agrts	143	20	7.	1	1	ı	ı	8	2		ı	1	Н	-	10		-	4 6	7 -	-1	i	ı	4
Service Requirement	ver 12 Months	Emp1s	5,656	ı	ı	1	1	ł	1	1	ı	ı	# 5	1	ı	ı	1	ı	1	ı			1	ı	ı
S	Over	Agrts	0	1	ı	1	1	1	1	ı	1	1	1	I	1	ı	1	ı	1	ı	ı	1		ı	1
	to	Emp1s	17,643	2,245	099	1	1	1	1	1	1	1	1	1,175	410	1	1	1	1	1	1	1		1	1
	7 to 12 Months	Agrts	25	9	25	1	1	1	ı	ı	ı	ı	1	ന	П	ı	ı	1	ı	ı	1	ı	ı		1
Total with Provision		Emp1s	347,048	23,769	2,827	ı	ı	1	1	995	3,282	248	350	1,175	831	200	009	854	1,601	7.510	777	1	830		60767
Total wit		Agrts	337	43	∞	ı	1	1	1	П	2	-1		ന	ന	-	2	2	4	∞	Н	ı	2	1 <	t
		Industry	All Industries	Manufacturing	Foods and beverages	Topacco products	Rubber and plastic products	reacher industries	Textile mill products	Knitting mills	Clothing industries		Furniture and fixtures	Faper and allied products	Frinting and publishing		Metal fabricating	Machinery, except electrical .	Transportation Equipment	Electrical products	Non-metallic mineral products.	Petroleum and coal products	Chemical and chemical products	Miscellaneons manifacturias	·· Sur management of the second

TABLE 1 (Cont'd)

PAID SICK LEAVE - SERVICE REQUIREMENT

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Total with Provision	ith				Service Requirement	quiremen	ıt		
			7 12 M	7 to Months	Ove	Over 12 Months	No S Req	o Service Required	0¢!	Other.
Industry	Agrts E	Emp1s		Emp1s	Agrts	Emp18	Agrts	Empls	Agrts	Empls
All Industries	337 34	347,048	25	17,643	3	5,656	143	213,646	00	6,119
Non-Manufacturing	294 32	323,279	19	15,398	е	5,656	123	202,752	4	4,617
Forestry	1	1	1	1	1	1	ı	1	ı	1
	1	203	1	1	ı	ı	-	203	1	1
Transportation		7,189	-1	380	1	ı	2	5,091	1	1
Storage	ı	ı	1	1	1	1	1	1	1	1
Communications	10 2	28,555	ı	ı	1	1	9	9,082	1	1
Electric gas and water		000	c	000			_	627		
utilities		10,405	ب	785	ı	ı	7	12,053	1	1
Wholesale trade		400	1	1	1 (1	1 0] (ı	I
Retail trade	17 2	29,891			m	5,656	2	2,713	ı	1
	П	501	ı	1	1	ŧ	П	501	ı	1
Education and related services	49	18,347	1	1	1	ı	33	12,164	1	ı
Health and welfare services	82 3.	32,182	1	1	1	1	2	1,532	ı	ı
Recreational services	ı	1	ı	ı	ı	ı	1		ı	1
Business services		2,439	ı	ı	ı	1	n	1,655	Н	247
Personal services		2,635	9	2,079	1	1	2	256	1	8
Miscellaneous services	-1	270	1	ŧ	1	ı	1	1	ı	1
Federal administration	42 8	83,568	1	1	1	ı	42	83,568	1	ı
Provincial administration	9 9	68,481	1	ı	1	1	9	68,481	1	1
Local administration	47 3	32,153	6	11,957	1	1	13	4,553	e	4,370

TABLE 2

PAID SICK LEAVE - ANNUAL ALLOWANCE OF DAYS OFF

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Other	s Agrts Empls	66 69 61,284	- 32 19,265	- 5 1.867		1	1	1	1	- 2 3 282		1 350		3 831					7 6,903		1	۱ ۲	2 039	
	More Than 18 Days	Agrts Empls	36 25,266	1	ı	ı	ı	1	1	ŧ	1	ı	ı	1	1	1	1	ı	1	ı	1	1	1 1		1
of Days Off	18 Days	ts Empls	4 54,082	2	1	1	1	1	1	1	1	ı	1	ı	1	1	1	1	1	1	1		•		I
Annual Allowance o	Days	Emple Agrts	169,953 104	225	1	1	ı	1	1	1	1	1	1	225	1	1	1	ı	1	1	1	1			
Annual	15	Agrts	69	9	0	1	1	1	1	- 9	1	1	1	0 1	1	1	1	1	1		1	1	-	1	
	Fewer Than 15 Days	Agrts Empls	59 36,463	10 4,279	3 960	1	1	1	1	1 466	1	1 248	1	2 950	1	1	1	ı	2 1,048	1 607	1	1	ı	1	
Total with Provision		Emp1s	347,048	23,769	2,827	ı	i	1	1	997	3,282	248	350	1,175	831	200	009	854	1,601	7,510	777	1	839	2.209	P
Total Provi	•	Agrts	337	43	00	1	ı	1	1		2		-	ന	ന		2	7	4	∞		1	2	7	
	Indiactory		All Industries	Manufacturing	Foods and beverages	lobacco products	Rubber and plastic products	Leather industries	Textile mill products		Clothing industries		Furniture and fixtures	Paper and allied products	Printing and publishing		Metal fabricating	Machinery, except electrical.	Transportation equipment	Electrical products	Non-metallic mineral products.	Petroleum and coal products	Chemical and chemical products	Miscellaneous manufacturing	

TABLE 2 (Cont'd)

PAID SICK LEAVE - ANNUAL ALLOWANCE OF DAYS OFF

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

Fewer Than 15 Days Agrts Empls 59 36,463 49 32,184	2 Agrts 68 84 68 69 69 69 69 69 68 68 68 68 68 68 68 68 68 68 68 68 68	Empls Empls 69,953 69,728 2,368	18 I 104 104	Days Empls 54,082 54,082	0 tr	Than Days Empls	140	ra
y Agrts Empls Agrts Empls 8 337 347,048 59 36,463 9 7,189 32,184 1 203 - - 1 203 - - 1 28,555 - - 1 400 1 400 1 400 1 400 1 29,891 14 16,661 and real 1 501 - - ed services 82 32,182 25 10,295 es - - - - 6 2,439 1 915	Agrts 69 69 69 69 69 69 69 69 69 69 69 69 69	Empls 69,953 69,728 - 2,368	104 104	Empls 54,082 54,082	1 1 11	Empls 25,266	Other	-
8 337 347,048 59 36,463 6 8 294 323,279 49 32,184 6 8 10 28,555	69 89 11619	69,	104	4,	36	5	Agrts	Emp1s
8 294 323,279 49 32,184 6 8 1	89 11619	2,	104	4,			69	61,284
g		•	1 1 1		36	25,266	37	42,019
ter 1 203			1 1	1	1	ı	ı	1
ter 14 16,465		•	1	ı	1	ı	ţ	203
ter 10 28,555 14 16,465 1 400 1 400 1 700 1 29,891 1 16,661 and real 1 501 ed services 82 32,182 es 6 2,439 1 915		1		ı	1	1	l m	2,467
ter 14 16,465 1 400 1 400 1 400 1 1 400 1 1 400 1 1 400 1 1 400 1 1 400 1 1 400 1 1 1 1			ı	1	1	1	8	b.
ter 14 16,465	_	9,082	ı	ı	ı	1	4	19,473
14 16,465 14 16,465 15 400 1								
and real 1 29,891 14 16,661 and real 1 501	1	1	9	1,963	2	12,089	9	2,413
and real 17 29,891 14 16,661 ed services 49 18,347 1 295 es services 6 2,439 1 915		ı	1	1	ı	ı	1	
and real 1 501		2,500	ı	•	ı	I	2	10,730
ed services 49 18,347 1 295 services 82 32,182 25 10,292 es								
ed services 49 18,347 1 295 services 82 32,182 25 10,292 es		ı		501	1	1	1	1
services 82 32,182 25 10,292 es		•	2	1,392	32	12,174	7	2,352
6 2.439 1 915		1,968	97		-	9	n	846
6 2.439 1 915		1	ı	1	1	1	1	ı
		740	ł	1	ı	ı	ന	784
•		1	1	ı	1	ı	5	1.638
aneous services 1 270 1		ı	1	1	1	1	1	
1		82,455	1	1	1	ı	m	1,113
		68,481	1	1	1	1	1	
Local administration 47 32,153		1	94	31,828		325	1	1

TABLE 3

PAID SICK LEAVE - MAXIMUM ACCUMULATION OF UNUSED DAYS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Tota	Total with Provision			Maxi	Maximum Accumulation of Unused	mulatic	n of Unu	sed Days	ys		
			119 D	Days or Less	120 D	Days or More	Not mu1	ot Accu- mulated	Not S	Specified	ō	Other
Industry	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp18	Agrts	Emp18	Agrts	Emp1s
All Industries	337	347,048	777	17,129	55	20,028	65	69,169	145	151,875	28	88,847
Manufacturing	43	23,769	7	1,882	1	CORP.	28	17,760	7	1,740	7	2,387
Foods and beverages	∞	2,827	1	1	1	1	7	1,430	1	1	4	1,397
Tobacco products	1	1	ı	1	1	1	1	1	1	1	1	1
Rubber and plastic products	1	1	1	1	1	1	1	1	1	I	1	I
nput	i	1	1	I	1	1	1	1	1	1	1	1
Textile mill products	ı	1	1	1	1	1	1	ı	1	1	1	1
Knitting mills	-	997	1	ı	1	ı	1	1	H	997	1	1
Clothing industries	2	3,282	1	ı	1	1	2	3,282	1	1	i	1
Wood products	-	248	-	248	ı	1	1	1	1	1	1	ſ
Furniture and fixtures	П	350	1	1	1	1	-	350	1	ı	1	î
Paper and allied products	3	1,175	2	950	1	i	ı	1	ł	1	Н	225
Printing and publishing	e	831	1	1	1	1	2	421	١	1	Н	410
Primary metal industries	-	200	1	1	1	1		200	ı		1	1
Metal fabricating	2	009	1	1	1	1	2	009	ı	1	1	9
Machinery, except electrical.	2	854	1	1	ı	1	2	854	1	ı	1	Î
Transportation equipment	4	1,601		789	1	1	က	917	ı	1	ı	1
Electrical products	<u></u>	7,510	1	1	1	I	7	7,207	-	303	1	ı
Non-metallic mineral products	-	777	1	1	1	1	П	777	1	1	3	ı
Petroleum and coal products	1	1	1	1	1	1	1	1	1	1	1	1
Chemical and chemical products	2	839	1	I	1	1	1	1		484		355
Miscellaneous manufacturing	4	2,209	1	1	1	1	3	1,722	_	487	ı	1

TABLE 3 (Cont'd)

PAID SICK LEAVE - MAXIMUM ACCUMULATION OF UNUSED DAYS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Tota	Total with Provision			Ma	Maximum Accumulation of	cumula	cion of U	Unused Days	Days		
			119 D	Days or Less	120 Da	Days or More	Not Accu	Accu- ated	Not S	Specified	0	Other
Industry	Agrts	Emp1s	Agrts	Empls	Agrts	Emp1s	Agrts	Emp 18	111	Emp18	Agrts	Emp18
All Industries	337	347,048	44	17,129	55	20,028	65	69,169	145	151,875	28	88,847
Non-Manufacturing	294	323,279	40	15,247	55	20,028	37	51,409	141	150,135	21	86,460
Forestry		ı	ı	1	1	ı	ı	ı	ı	ı	1	
nd quarrying	-	203	1	I	1	1		203	1	ı	1	ı
	6	7,189	ı	ı	1	ı	3	1,126	5	4,342	H	1,721
Storage	1	ı	i	1	1	}	1	1	1	1	1	•
cations .	10	28,555	1	I	1	ı	7	19,473	9	9,082	1	1
Electric gas and water	r	L							(((6
utilities	T-4	TO, 405	1	ı	1	I	7 1	L, 34/	xx	3,029	7	12,089
Wholesale trade		40	1		1	1		4	1	1	1	1
ade	17	29,891	2	633	Н	2,500	12	24,938	Т	1,200	Н	620
Finance, insurance and real									-			
estate	→		1	I	_	0	1	I	1	ŀ	1	
Education and related services	64	,34	2		19	5,629	2	704	21	9,269	2	1,732
Health and welfare services	82	32,182	34	13,091	28	, 75	-	251	14	5	2	S
Recreational services	1	I	ì	ı	ı	1	1	1	ا	1	1	1
Business services	9	2,439	ı	1	1	1	2	572	7	1,867	i	8
Personal services	00	2,635		240	1	1	7	2,395	ı	I	1	ı
Miscellaneous services	П	270		270	ı	1	1	1	ı	1	1	1
Federal administration	42	83,568	ı	1	ı	1	t	1	41	83,267		301
Provincial administration	9	∞	1	1	1	1	1	1	1	1	9	68,481
Local administration	7.7	32,153	1	1	9	2.645	1	1	41	29,508	1	1

WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS

These insured plans provide weekly payments to employees to compensate partially for wages lost during absences from work because of sickness or accident.

An analysis of the 849 agreements shows that 537 (63 per cent), covering 56 per cent of the employees, have weekly indemnity plans.

Most of these weekly indemnity plans are in manufacturing industries (81 per cent), especially in food and beverage, paper and allied products, metal fabricating, transportation equipment and electrical products.

Employer's Share of the Premium (Table 4)

In 78 per cent of the 537 agreements, the employer pays the full premium. Of the remainder, the employer pays less than the full premium in 10 per cent of the agreements and the amount of the employer's contribution is not specified in a further 9 per cent of the agreements.

In three plans, the amount of the employer's contribution increases during the term of the agreement from less than the full amount of the premium to 100 per cent.

Amount of Benefits (Table 5)

In 38 per cent of the agreements, the weekly indemnity benefit paid is a percentage that ranges from 50 per cent to 100 per cent of the employee's wage. The most prevalent payments are 60 per cent (47 agreements), 66 2/3 per cent (78 agreements) or 70 per cent (48 agreements including 26 of those in the paper industry) of the employee's weekly wage.

In 26 per cent of the agreements, the weekly indemnity benefit is a flat dollar amount ranging from \$10 per week to \$150 per week to all employees.

There are changes during the term of the agreement to increase the amount of the weekly indemnity in 21 agreements. Nineteen of these are changes in the flat dollar amounts; the increases range from \$5 to \$30 per week.

Maximum Duration of Benefits (Table 6)

Weekly indemnity benefits are payable for a maximum of 26 weeks in 35 per cent of the agreements and for 52 weeks in 28 per cent of the agreements. In the remainder of the plans, the maximum limit ranges from 1 to 75 weeks, or varies with service or is not specified.

In one agreement, the maximum changes from 26 to 52 weeks during the term of the agreement.

TABLE 4

WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS - EMPLOYER'S SHARE OF THE PREMIUM

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Total wit Provision	Total with Provision			Prop	Proportion of	f Premium	Paid	by Employer	oyer		
			74% or	r Less	75% t	to 99%	Ä	100%	Not Sp	Specified	Other	er
Industry	Agrts	Emp1s	Agrts	S	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s
Industries	537	405,817	27	13,032	24	9,931	417	326,537	94	44,923	23	11,394
Manufacturing	435	280,650	19	8,879	19	7,699	345	233,183	31	19,965	21	10,924
Foods and beverages	41	19,523	က	4,238	2	7690	23	10,013	∞	\rightarrow	5	1,463
Tobacco products	3	1,423	- 1	1	ł	8	7		Н	491	1	1
Rubber and plastic products	19	9,889	1	1	1	1	19	00	1	1	1	
	∞	2,771	7	910	ı	1	9		1	1	1	ı
Textile mill products	27	11,022	9	1,586	Н	264	14	7,206	2	1,579	Н	387
Knitting mills	2	729	H	263	1	1	-	995	1	1	1	1
Clothing industries	5	5,036	ı	1		200	2	4	1	1	2	3,346
Wood products	6	2,365	1	1	1	1	∞	I	Н	250	1	1
Furniture and fixtures	12	4,283	ı	1	2	505	9	∞	L		4	1,884
Paper and allied products	40	17,275	\vdash		Н	362	35	E.	2	950		007
Printing and publishing	7	5,521	Н	216	ı	1	ന	9	2	0	-	1,265
Primary metal industries	28	31,531	1	1	Н	230	25	7 6	2	5	ı	1
Metal fabricating	50	17,989	ı	ı		400	42	3,9	4	9	m	654
Machinery, except electrical.	26	14,767	H	200	2	784	21	∞	2	9	1	1
	59	82,521	-	263	-1	338	55	0,6	7	1,100	Н	204
•	78	32,084	e	955	n	1,424	38		2		2	1,043
	18	8,209	1	1	-1		16	7,	ı	ı		278
Petroleum and coal products	2	1,128	1	1	1	1	7	4	ŀ	ı	1	1
Chemical and chemical products	13	5,938	1	1	<u>س</u>	2,266	•	94	-	209	1	1
Miscellaneous manufacturing	18	9,9646	1	1	1	ı	18		1	1	1	ı

TABLE 4 (Cont'd)

WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS - EMPLOYER'S SHARE OF THE PREMIUM

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	E											
	Tota	Total with Provision			Propo	Proportion of		Premium Paid b	by Employer	yer		
			74%	or Less	75% t	to 99%	1	100%	Not Sp	Not Specified	Other	er
Industry	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	Empls	Agrts	Emp1s	Agrts	Emp1s
All Industries	537	405,817	27	13,032	24	9,931	417	326,537	97	44,923	23	11,394
Non-Manufacturing	102	125,167	∞	4,153	5	2,232	72	93,354	15	24,958	2	470
Forestry	I	5,014	1		ı	1	10	4.377	П	637.	ı	ı
Mining and quarrying	18	24,955	3	1,343	Н	231	14	23, 381	ı	1	1	1
Transportation	23	33,844	1	1	-	658	00	8,837	13	24,113	-	236
Storage		1,700		1,700	1	1	1	1	1	. 1	ı	ŧ
Communications	5	19,773	1	1	1	1	2	19,773	1	. 1	1	1
Electric gas and water												
utilities	c.	982	1	1	1	ı	n	982	1	1	1	i
Wholesale trade	4	1,312	1	1	1	1	7	1,312	1	1	1	j
Retail trade	17	27,599	1	8	1	1	16	27,391	-	208	1	ı
Finance, insurance and real												
estate	1	1	1	ı	1	1	ı	ı	ı	ı	1	ı
Eudcation and related services	7	3,313	1	ı	1	1	2	3,313	ı	ı	1	I
Health and welfare services	7	428	1	1	2	428	1	1	1	1	1	ı
Recreational services	H	234	ŀ	1	ı	1	1	1	1	1	-	234
Business services	m	1,487		1	-	915	. 5	572	ı	i	1	ı
Personal services	10	3,571	4	1,110	ı	1	9	2,461	1	1	ı	ĝ
100	ı	1	ı	1	1	1	ı	1	ı	1	1	ı
Federal administration	1	ı	1	1	1	1	ı	1	ı	1	ı	1
Provincial administration	1	1	1	ı	1	ı	1	l	1	1	ı	1
Local administration	2	955	ı	ı	1	1	2	955	1	1	ı	ı

TABLE 5

WEEKLY SICKNESS AND ACCIDENT INDEMNITY - AMOUNT OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

1	1		ę																					
	Wages 2/3%	Emp18	40,177	36,938	4,131	286	1,198	250	1,505	729	200	222	848		1,481		1,692	2,968	2,650		1,552	i	477	0
	Weekly 66	Agrts	78	71	œ	H	-		4	2	Н	Н	2	7	2	7	9	2	00	11	ന	1	2	4
	cent of	Emp18	55,504	37,512	1,009	949	565	519	2,032	1	480	1	1	629	410	498	1,689	92	26,350	,42	ı	1	1	288
İts	Per 60%	Agrts	47	37	n	-	2	2	7	1	Н	ı	1	2	-	7	9	7	2	ന	ı	ı	ı	
of Benefits	0 or More Weekly	Emp1s	27,614	23,158	730	9	1	ı	1	1	1	1	1	1	970	L,	1,731	605	3,063	7	1,147	1	200	300
Amount	\$100 c	Agrts	33	27	2	H	1	ı	1	1	1	I	ı	1		4	5	2	7	7	2	ı		Н
	5 to \$99 Weekly	Emp1s	21,829	18,934	1,719	I	1,892	ı	521	1	1	ı	481	1	ı	4		46	∞	5	•	ı	I	ı
	\$75 t Wee	Agrts	54	97	33	1	9	ı	-	1	1	1	2	1	ı	4	13	-	9	9	4	1	1	ı
	or Less eekly	Emp1s	17,652	15,552	520	1	215	1	1,428	ı	ı	1,305	1,807	242	1	2,235	400	,30	•	∞	•	1	200	200
	\$74 or I Weekly	Agrts	52	97	₽,	1		ı	4	1	1	2	2	Н	ı	5		5	7	2	4	1	1	\vdash
Total with Provision		Emp18	405,817	280,650	19,523	1,423	9,889	2,771	11,022	729	5,036	2,365	4,283	17,275	5,521	31,531	17,989	14,767	82,521	32,084	8,209	1,128	5,938	979 9
Tota		Agrts	537	435	41	m	19	00	27	7	2	6	12	40	7	28	20	26	29	48	18	2	13	18
		Industry	All Industries	Manufacturing	Foods and beverages	Tobacco products	Rubber and plastic products	Leather industries	Textile mill products	Knitting mills	Clothing industries	Wood products	Furniture and fixtures	Paper and allied products	Printing and publishing	Primary metal industries	Metal fabricating	Machinery, except electrical.	Transportation equipment	Electrical products	Non-metallic mineral products.	Petroleum and coal products	Chemical and chemical products	Miscellaneous manufacturing

TABLE 5 (Cont'd)

WEEKLY SICKNESS AND ACCIDENT INDEMNITY - AMOUNT OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	V Wages	Emp1s	40,177	3,239	1	1,124	1	Î	ı		1	300	1,200		1	ı	ı	ı	1	615	1	1	ı	1
	Weekly 66		78	7	1		1	î	1		1	Н			ł	1	1	1	ı	2	ı	1	1	1
	cent of	Emp1s	24	17,992	ł	. 1	ı	1	1		1	ì	17,992		ı	l	Î	ı	1	1	1	ı	ı	1
Ω.	Per 60%	Agrts	47	10	ı	ı	1	1	1		1	ı	10		1	1	ı	1	1	ı	1	1	ı	ı
f Benefits	\$100 or More Weekly	Emp1s	27,614	4,456	ŀ	- 0	1,751	0	1		1	1	1		1	ı	1	1	1	ı	1	ı	ı	1
Amount of	\$100 or M	Agrts	33	9	ſ	2	ന	H	ı		1	ī	1		ı	1	ı	ı	t	1	1	1	ı	ı
Ar	5 to \$99 Weekly	Emp1s	21,829	2,895	1	2,515	380	1	1		1	ı	ı		1	ı	1	1	1	1	1	ı	1	ı
	\$75 t Wee	Agrts	54	∞	1	7	7	1	ı		1	1	1		1	1	ı	1	ı	1	1	t	1	1
	r Less	Emp1s	17,652	2,100	1	513	1	1	I		ı	1	1		1	1	ı	ı	1	1,587	ı	1	1	ı
	\$74 or Weekl	Agrts	52	9	ı	\vdash	1	1	1		1	1	1		1	1	i	1	1	5	1	i	1	ı
Total with Provision		Emp1s	405,817	125,167	5,014	95	33,844	,70	19,7/3		9	1,312	27,599		1	3,313	428	234	1,487	3,571	1	ı	l	955
Total wit Provision		Agrts	537	102	11	18	23	⊢	Ω		m	4	17		1	2	2		3	10	1	1	1	2
Secretary of the second		Industry	All Industries	Non-Manufacturing	Forestry	Mining and quarrying	Transportation	Storage	ation	Electric gas and water	utilities	Wholesale trade	Retail trade	Finance, insurance and real	estate	Education and related services	Health and welfare services	Recreational services	Business services	Personal services	Miscellaneous services	Federal administration	Provincial administration	Local administration

TABLE 5 (Cont'd)

WEEKLY SICKNESS AND ACCIDENT INDEMNITY - AMOUNT OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

TABLE 5 (Cont'd)

WEEKLY SICKNESS AND ACCIDENT INDEMNITY - AMOUNT OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Total with Provision	with				Α.	Amount of	of Benefits	ts			
			Per cent Weekly Wag	cent of 1y Wages: Other	Varie	Varies with Income	Varie	Varies with ther Factors	Not	Specified	Other	J.
Industry	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s
All Industries	537 4	405,817	79	36,548	80	109,555	36	18,562	22	22,422	56	55,954
Non-Manufacturing	102 1	125,167	27	11,844	22	45,592	,	525	7	9,653	∞	26,871
Forestry	11	5,014.	11	5.014	i	ı	ı	ı		1	1	
Mining and quarrying		24,955	-		1	1	-	525	ı	1		18,672
Transportation		33,844	4	1,891	14	24,463	1	1	Н	5,359)	
Storage	Н	1,700	ı	ı	1	1	ı	1	1		1	1
Communications		19,773	П	300	4	19,473	1	ě	1	1	1	ı
Electric gas and water												
utilities	3	982	2	772	1	1	1	1	Н	210	1	1
Wholesale trade	4	31	2	700		312	1	1	1	1	ı	1
Retail trade	17	27,599	1	1	-	800	ı	ı		208	7	7,399
Finance, insurance and real												
estate	1	ı	ı	1	1	I	1	1	ı	1	ı	1
Education and related services	2	3,313	-1	224	1	ı	1	1	7	3,089	1	1
Health and welfare services	2	428	-	225	ı	1	ı	i	Н	203	1	ı
Recreational services	Н	234	ı	1	1	1	1	1	Н	234	1	1
Business services	က	1,487	2	1,162	-	325	1	1	1	1	1	1
Personal services	10	3,571	1	ı	7	219	1	1		350	П	800
Miscellaneous services	1	0 0	ı	1	ı	I	ł	1	ı	1	1	1
Federal administration	1	1	1	1	ı	ı	1	1	1	1	ı	1
Provincial administration	1	ı	ı	ı	1	1	ı	1	1	1	ı	
Local administration	2	955	2	955	1	ı	ı	ı	1	1	1	

TABLE 6

WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS - MAXIMUM DURATION OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

Maximum Duration	or 27	26 Weeks	upple Agrts Emple Agrts Emple Agrts Emple	,819 188 98,011 34 32,510	2,156 158 65,316 26 18,717 125 122,622	19 7.288	491 1 286	208 4 1,075 10 7.06	2 910 1	792 11 5,198	ı	1	1 395	,102 3 786 1 275 1	,273 5 1,776 - 30 13	970 3 3,139 1	- 11 5,532 1 761 13 23.	,862 20 5,885 3 863 14	- 14 5,637 3 1,228 6 3,	,293 15 5,705 6 2,259 26 56	14 21 9,917 8 10,124 7 6.	6,745 1 436 2 1	1	2, 377	
	or	Less	+	819	,156 15	3,590	491	208	4 1,149	3,792 1	729	1	910	2,102	1,273	970	1	1,862	1	3,293	814	3	1	200	-
Total with Provision		D C + + + + + + + + + + + + + + + + + +	STOWE	537 405,817	435 280,650	41 19,523			1	11,	2 729			4,28	_	5,	31,			59 82,521	32,	ກົ ,		13 5,938	18 6,646
		Industry		All Industries	Manufac turing	Foods and beverages	Tobacco products	Kubber and plastic products	Tower 10 mill and 1 mill		MILLETING MILLS	Clothing industries	wood products	Furniture and fixtures	raper and alled products	Frincing and publishing	Matal folds industries	Machinery oxfort of oxider	Transmortation candensis	Plansportation equipment	Non-motolity minoral and inches	Dottol our and and products.	retroreum and coal products	Chemical and chemical products	Miscellaneous manufacturing

TABLE 6 (Cont'd)

WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS - MAXIMUM DURATION OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

Total with Provision Agrts Empls 537 405,817 102 125,167 11 5,014 18 24,955 23 33,844 1 1,700 5 19,773	Week	s or Empls 39,819 17,663	26 V Agrts 188 30	Maximum Duration Weeks WEmpls Agrts 98,011 34 32,695 8	Agrts Agrts 34 34 2	to 51 Weeks Empls 32,510 13,793	52 V Agrts 148 23 23 10	52 Weeks ts Empls 8 146,358 3 23,736 1 5,014 0 18,174 1 236
Agrts Empls 537 405,817 102 125,167 11 5,014 18 24,955 23 33,844 1 1,700 5 19,773	Les	s or s Empls 39,819 17,663		Meeks Empls 98,011 32,695 1,765	Agrts 34 8	Empls Empls 32,510 13,793	52 W Agrts 148 23 23 10	Teeks Empls 146,358 23,736 5,014 18,174 236
Agrts Empls 537 405,817 102 125,167 11 5,014 18 24,955 23 33,844 1 1,700 5 19,773	70	Empls 39,819 17,663 2,040	Agrts 188 30	Empls 98,011 32,695 1,765	Agrts 34 34 2	Empls 32,510 13,793	Agrts 148 23 11 10	Empls 146,358 23,736 5,014 18,174 236
102 1 11 18 23 4 23 23 1 1 1 5	8 9 1 1 4 1	39,819 17,663 2,040	188	98,011 32,695 1,765	34 8 27	32,510	148 23 11 10	146,358 23,736 5,014 18,174 236
102 1 118 23 23 1 1 1 5 5	1 4 1 1	17,663	30	32,695	00 1 01 1	13,793	23	23,736 5,014 18,174 236
11 18 23 1 1 1 1 1 1 2 3	1 1 4 1	2,040	1 4 [1,765	1 01	i L	11	5,014 18,174 236
188 233 33 54 74	141	2,040	4 4	1,765	7	L	10	18,174
23 23 23 24 23 24 23 24 24 24 24 24 24 24 24 24 24 24 24 24	7 1	2,040	17	000	•	C02.T	٦	236
H	-1		/ T	26,209	-1	5,359	_	
		1,700	1	1	1	ŧ	1	ı
m 4	1	ı	1	ı	ı	1	1	î
7	1	1	ì	ı	1	1	1	ı
	ı	ı	3	1,000	1	ı	-	31.2
17 2	9	12,506	-	1,200	5	7,229	! I	1
Finance, insurance and real								
,	1	1	ł	ı	ı	1	1	ı
ces.	1	224	1	ı	ı	1	1	1
rvices 2	1	1	1	1	1	1	1	1
Recreational services 1 234	1	ı	ı	ı	1	ı	ı	1
· · · · · · · · · · · · · · · · · · ·	1	1	Н	915	ı	1	ı	ì
Personal services 10 3,571	4	1,193	2	651	1	1	1	1
Miscellaneous services	1	1	ı	1	1	ı	1	1
Federal administration	1	ı	1	ŧ	ı	J	ı	ı
Provincial administration	1	ı	1	ı	ı	ı	ı	ı
administration 2 955	1	1	2	955	ı	ı	ı	i

TABLE 6 (Cont'd)

WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS - MAXIMUM DURATION OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

	Total Provis	otal with rovision		i A	Maximum Duration	uration		
			Varies	ries With Service	Not Sp	Specified	0	Other
Industry	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s	Agrts	Emp1s
All Industries	537	405,817	42	43,999	41	41,794	9	3,326
Manufacturing	435	280,650	29	16,414	30	32,899	5	2,526
Foods and beverages	41	,52	70	3,574	4	2,121	Н	818
Tobacco products	m	1,423	П	979	1	1	ı	ı
Rubber and plastic products	19	9,889	4	1,540	1	1	1	ı
Leather industries	∞	2,771	ı	1	ı	I	Н	332
Textile mill products	27	•	2	1,370	7	662	1	1
Knitting mills	7	729	ı	1	ı	1	1	1
Clothing industries	2	5,036	1	ł	2	5,036	1	ı
Wood products	6	2,365	1	1		210	1	ı
Furniture and fixtures	12	4,283	1	t	2	797	1	ı
Paper and allied products	40	17,275	1	ı		250	1	1
Printing and publishing	7	5,521	1	ı	-	763	П	410
Primary metal industries	28	31,531	2	1,300	-	593	1	ı
Metal fabricating	20	7	5	3,128	2	1,316	1	ı
Machinery, except electrical .	26	14,767		2	7	3,910	1	1
Transportation equipment	59	82,521		833	2	02	1	ı
Electrical products	84	2,0	m	1,645	9	3,003	Н	445
Non-metallic mineral products.	18	20	1	ı	1	1	ı	I
Petroleum and coal products	2	1,128	2	1,128	1	1	ı	1
Chemical and chemical products	13		7	0	러	209		521
Miscellaneous manufacturing		79		290	ı	1	1	1

TABLE 6 (Cont'd)

WEEKLY SICKNESS AND ACCIDENT INDEMNITY INSURANCE PLANS - MAXIMUM DURATION OF BENEFITS

In Ontario Collective Agreements Covering 200 or More Employees by Industry, as of March 1975

		Emple	3,326	800		1 1	1 1		1 1		ı	1	ı		1	ı	1	1	1	800	1	ł	1		l
	Other	Agrts En		-		1 1	1	1	1		ı	1	, 1		ı	ı	1	ı	ı	-	1	1	j	ı	
ation	lfled		41,794	8,895		3,552	Ph .	1	1		210	ı	208		1 000	2,009	428	234	747	927	ı	1	1	1	
Maximum Duration	Not Specified	Agrts		11	ı	Н	ı	1	1		Н	1	Н				7 -	۰, ⊢	-1 (n	ı	1	1	1	
Ma	With	Emp1s	43,999	27,585	ı	259	1	1	19,773		772	1	6,456	1	1		ı	300	777	ı	1	1	1	1	
	Varies With Service	Agrts	42	13	1	Н	ı	ı	5		2	ı	7	1	1	1	1 1	-	4	-	i	1	1	1	
Total with Provision		Emp1s	405,817	125,167	5,014	24,955	33,844	1,700	19,773	(982	1,312	27,599	ı	3,313	428	237	1 487	2 571	4/260		ı	1	955	
Tota		Agrts	537	102	11	18	23		5.	c	ກ -	7 !	17	1	5	2	ı	۱۳	10	2 1		I	1	2	
		Tudustry	All Industries	Non-Manufacturing	Forestry	Mining and quarrying	Transportation	Storage	Electric as and mater	ntilities and water	Wholesale trade	Rotal trade	Finance, insurance and real	estate	Education and related services.	Health and welfare services	Recreational services	Business services	Personal services	Miscellaneous services		Provincial administration	TOVINCIAL AUMINISTRACION	Local administration	



